



General Assembly

Amendment

January Session, 2011

LCO No. 6703

HB0546506703HD0

Offered by:

REP. ZALASKI, 81st Dist.

REP. RIGBY, 63rd Dist.

REP. MINER, 66th Dist.

To: Subst. House Bill No. 5465

File No. 66

Cal. No. 57

**"AN ACT CONCERNING FAMILY AND MEDICAL LEAVE BENEFITS
FOR CERTAIN MUNICIPAL EMPLOYEES."**

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. Section 31-51rr of the general statutes is repealed and the
4 following is substituted in lieu thereof (*Effective from passage*):

5 (a) Each political subdivision of the state shall grant any employee
6 of such political subdivision who is (1) a party to a civil union, as
7 defined in section 46b-38aa, and who has been employed for at least
8 twelve months by such employer and for at least one thousand two
9 hundred fifty hours of service with such employer during the previous
10 twelve-month period the same family and medical leave benefits
11 under the federal Family and Medical Leave Act, [Public Law] P.L.
12 103-3, and 29 CFR 825.112, as are provided to an employee who is a
13 party to a marriage, (2) a school paraprofessional in an educational

14 setting who, prior to the date regulations are adopted pursuant to
15 subsection (e) of this section, was employed by such employer and
16 who, after the date said regulations are adopted, works at least nine
17 hundred fifty hours with such employer during a twelve-month
18 period, which may include months of service with such employer prior
19 to the adoption of such regulations, and who completes at least nine
20 hundred fifty hours of service with such employer during the twelve-
21 month period prior to such paraprofessional using such benefit, or (3)
22 a school paraprofessional in an educational setting hired on or after the
23 date regulations are adopted pursuant to subsection (e) of this section
24 who is employed for at least twelve months by such employer and for
25 at least nine hundred fifty hours of service with such employer during
26 the previous twelve-month period the same family and medical leave
27 benefits under the federal Family and Medical Leave Act, P.L. 103-3,
28 and 29 CFR 825.112 as are provided to any other employee who has
29 been employed for at least twelve months by such employer and for at
30 least one thousand two hundred fifty hours of service with such
31 employer during the previous twelve-month period.

32 (b) (1) Any employee of a political subdivision of the state who has
33 worked at least twelve months and one thousand two hundred fifty
34 hours for such employer during the previous twelve-month period, (2)
35 a school paraprofessional in an educational setting who, prior to the
36 date regulations are adopted pursuant to subsection (e) of this section,
37 was employed by such employer and who, after the date said
38 regulations are adopted, works at least nine hundred fifty hours with
39 such employer during a twelve-month period, which may include
40 months of service with such employer prior to the adoption of such
41 regulations, and who completes at least nine hundred fifty hours of
42 service with such employer during the twelve-month period prior to
43 such paraprofessional using such benefit, or (3) a school
44 paraprofessional in an educational setting hired on or after the date
45 regulations are adopted pursuant to subsection (e) of this section who
46 is employed for at least twelve months by such employer and for at
47 least nine hundred fifty hours of service with such employer during

48 the previous twelve-month period may request leave in order to serve
49 as an organ or bone marrow donor, provided such employee may be
50 required, prior to the inception of such leave, to provide sufficient
51 written certification from the physician of such employee of the
52 proposed organ or bone marrow donation and the probable duration
53 of the employee's recovery from such donation.

54 (c) Nothing in this section shall be construed as authorizing leave in
55 addition to the total of twelve workweeks of leave during any twelve-
56 month period provided under the federal Family and Medical Leave
57 Act, [Public Law] P.L. 103-3.

58 (d) The Labor Department shall enforce compliance with the
59 provisions of this section.

60 (e) The Labor Commissioner shall promulgate regulations in
61 accordance with chapter 54 for the provision of family and medical
62 leave benefits to school paraprofessionals with instructional
63 responsibilities pursuant to this section."

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| This act shall take effect as follows and shall amend the following sections: | | |
| Section 1 | <i>from passage</i> | 31-51rr |